THRC Complaint Process

Complaint Filed

Respondent Notified
Request for Info (RFI) Sent

Mediation /Conciliation Offered

Successful Mediation

Position Statement Received

Settlement/ Conciliation Successful

Case Investigated

No Reasonable Cause/ No Violation

Commission Issues a Determination

Cause/ Violation

Reconsideration

Appeal to state court

Right to Sue/federal court

Conciliation

Administrative Hearing

Final Order - ALJ

Appeals Process - UAPA